



# Department of Defense DIRECTIVE

NUMBER 1341.6

March 28, 1985

Certified Current as of November 21, 2003

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ASD(MI&L)

SUBJECT: Veterans Employment Assistance Program

References: (a) DoD Instruction 1404.9, "Vietnam Era Veterans Employment Assistance Program," August 28, 1974 (hereby canceled)  
(b) Section 2014 of title 38, United States Code  
(c) Section 612A of title 38, United States Code  
(d) Federal Personnel Manual, Chapter 720, Subchapter 3, "Disabled Veterans Affirmative Action Program"

## 1. PURPOSE

This Directive replaces reference (a), implements references (b) and (c), and updates policy, procedures, and responsibilities concerning employment counseling and assistance to Service members, to veterans, to qualified disabled veterans, and especially to the veterans who are 30 percent or more disabled.

## 2. APPLICABILITY AND SCOPE

2.1. This Directive applies to the Office of the Secretary of Defense, the Military Departments, the Organization of Joint Chiefs of Staff, the Unified and Specified Commands, and the Defense Agencies (hereafter referred to collectively as "DoD Components"). The term "Military Service," as used herein, refers to the Army, the Navy, the Air Force, the Marine Corps, and the Coast Guard (when operating under the Department of the Navy).

2.2. Its provisions encompass Service members and veterans who meet eligibility requirements and who either are employed in the civilian work forces of DoD Components or are interested in civilian employment in DoD Components.

### 3. POLICY

It is DoD policy to accord veterans full opportunity for employment and advancement and to place special emphasis on the employment and advancement of Vietnam era veterans, severely disabled veterans, and veterans with a service-connected disability of 30 percent or more.

### 4. RESPONSIBILITIES

4.1. The Office of the Assistant Secretary of Defense (Manpower, Installations and Logistics) (MI&L), shall maintain surveillance over the efforts by the DoD Components to employ and advance in employment veterans, qualified disabled veterans, and especially those veterans 30 percent or more disabled.

4.2. The Heads of DoD Components shall comply with this Directive.

### 5. PROCEDURES

5.1. The DoD Components shall ensure that Service members, pending release from the Armed Forces, are counseled and referred to the DoD Components for employment consideration.

5.2. The Heads of DoD Components shall issue a strong policy statement of support for employment and advancement of veterans, especially disabled veterans of the Vietnam era. The program emphasis of Subchapter 3, Chapter 720, FPM (reference (d)) will be reflected in the policy statement.

5.3. Each DoD Component shall make special recruiting efforts to employ veterans, especially disabled veterans of the Vietnam era.

5.3.1. Each DoD Component shall develop a plan to promote employment and advancement for qualified disabled veterans, especially those veterans who are 30 percent or more disabled. Each plan shall include, at a minimum, a policy statement issued by the DoD Component head concerning employment and advancement of the disabled veterans in the DoD Component. Each installation shall be responsible for the

implementation of the DoD Component plan with action items specific to the activity or installation, based on assessment of local needs.

5.3.2. As considered necessary, each DoD Component shall assess the status of the Veterans Employment Assistance Program and determine the need for specific statistical analyses.

5.3.3. In carrying out a results-oriented program, the DoD Component shall work in concert with:

5.3.3.1. Selective placement program staffs concerned with affirmative action for the handicapped;

5.3.3.2. Veterans organizations;

5.3.3.3. The Department of Labor;

5.3.3.4. State and local employment agencies;

5.3.3.5. Private veterans assistance centers;

5.3.3.6. The Veterans Administration (VA), including VA Hospitals; and

5.3.3.7. Organizations fostering the employment of the handicapped.

5.3.4. In recruiting efforts on behalf of the disabled veterans, particular emphasis should be placed on use of the temporary hiring authority for veterans who are 30 percent or more disabled.

5.3.5. Based on a work force analysis, the DoD Components may determine whether the internal advancement opportunities for veterans should be improved by increased use of the following:

5.3.5.1. Upward Mobility Programs;

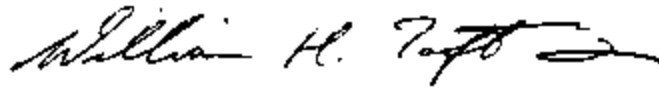
5.3.5.2. Intern programs; and

5.3.5.3. Employee counseling.

5.4. The DoD Components have a special obligation to ensure full use of the veterans readjustment appointment authority for those Vietnam era veterans who have not had the opportunity to obtain saleable job skills, training, or advancement to their full level of job potential. Those eligible for veterans readjustment appointments should receive concurrent consideration with other applicants for employment.

6. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Installations, and Logistics) within 120 days.

A handwritten signature in black ink, reading "William H. Taft, IV". The signature is fluid and cursive, with a long horizontal stroke at the end.

William H. Taft, IV  
Deputy Secretary of Defense